



'Sharing experience to better implement  
the Human Resources Strategy for Researchers'

**CONSENSUS report form**  
(to be filled by the lead assessor)



**APPLICATION**

for the 'HR excellence in research' award submitted by:

IREC

Based on the assessment of the gap analysis and action plan your institution submitted, the 3 independent assessors came to the following conclusions (including strengths and weaknesses of your application):

**Gap Analysis:**

- + a dedicated Work Group was formed to carry out the Internal Analysis against the 40 principles of Charter and Code based on internal and external legislation
- + the internal Work Group includes representative from all professional categories
- + a survey on the 40 principles of Charter and Code was conducted in addition to internal Gap Analysis (response rate: 60%)
- + Following the conclusions of the first assessment, the detailed gap analysis has been presented in whole. In addition to the average punctuation per principle, also a thorough analysis of the comments provided by respondents is provided

**Institutional HR Strategy for Researchers / Action Plan**

- + The Action Plan is properly presented and directly related to the Gap analysis
- + The C&C principles to which actions respond to are identified
- + Following the conclusions of the first assessment, a description of the monitoring process of the implementation of the Action Plan is provided

**Publication**

Following the recommendations of the first assessment, explanations regarding the current publication of the application in a section of the website that is not in English (<http://www.irec.cat/en/transparencia/personal.html>) are provided.

One final recommendation concerns the requirement to publish the HR Strategy in a page in English of the organisation's website. Documents related to internal policies and regulations should also be available in English.

As soon as the new website of the organization (that is currently under construction) is released, the updated link to the HR Strategy should be communicated to the EURAXESS Rights team.

Your application has been filed as (please indicate):

**X      ACCEPTED**

Your application meets the criteria and the 'HR award' is granted. The assessors might have commented on the application asking for future focus on a particular aspect/criterion if appropriate, so please refer to the comments given above.

**O      ACCEPTED pending minor alterations**

Your application broadly meets the criteria but the assessors have some concerns/questions about specific areas/criteria. Please reflect about the feed-back given above update the documentation before resubmitting; till then the 'HR award' is put on hold.

**O      DECLINED pending (major) revision**

Your application does not meet the criteria and the 'HR award' is put on hold until the next submission deadline so your organisation can make the appropriate changes and resubmit an application taking into account the comments of the 3 assessors (as above).